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the works as far as possible. Thrift is promoted by the provision of a savings fund originated in 1897, on which the depositor receives 5 per cent interest on his savings each year up to £20. At the end of the year the firm transfers this to the post-office savings bank. The Social Service League, organized among the workers, makes the factory a sort of social center for the community. The author concludes that while this factory is not organized definitely for welfare work, as is the case of many factories in America, what the firm does is really more effective welfare work than is accomplished in most cases where a special welfare department is organized. On the whole, his conclusion is that this factory is a model with respect to its relationship to the employees, inasmuch as before the factory acts required it, many provisions that were later enacted into law were provided for the welfare of the women and children. Trade unions are not organized within the works, "because," says the author, "the provisions of the firm for the welfare of the employees are such as make the organization of the workers for their own protection absolutely unnecessary."

The writer treats only incidentally the Bourneville Village Trust, which has grown out of the brains of the owners of this factory and which creates a model village about the factory buildings. One could wish that he had devoted more space to this topic. However, his subject did not permit it and we can be very grateful for the insight which his book gives us into the provisions which an enlightened interest has created in the organization of one great industrial plant. Whether these provisions could be introduced into other lines of business or into even this line of business by a firm just getting established is a question on which the book throws no light. It is a record of an experiment which can be regarded with interest by all those who are concerned in better relationships between employer and employee, and a more humane consideration of the welfare of employees.

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The Church and Society. ("American Social Progress" Series.)

By R. FULTON CUTTING, LL.D. New York: Macmillan, 1912. Pp iii-ix+223. \$1.00 net.

The contents of this interesting volume comprise the six Kennedy Lectures for 1912 delivered at the New York School of Philanthropy. These lectures, as stated in the Preface by the author, "are the expansion of an inquiry into the co-operation of organized Christianity with the

civil authority and the influence of such co-operation upon civilization and the church" (p. iii). Like the books of Professors Peabody, Rouschenbusch, Shailer Mathews, Simon N. Potter, and others, it places emphasis upon the church's opportunity for social service in building up a Christian civilization by helping to formulate policies of government to correct the maladjustment of the changing social order. This can be done by the church through co-operation with government in its conduct of the public schools, the police, public health bureaus, child welfare societies, and legislation, and in molding public opinion.

The author is thoroughly sympathetic, and yet frankly critical of the church as a whole for its lack of efficiency in its social program.

The volume has added value by including over forty pages of "Instances and Comments" from the correspondence collected by the author in his inquiry. It will serve as a valuable contribution to the literature that is now awakening the churches to their responsibility for conditions of living in this world.

EDWIN L. EARP

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Immigration and Labor. The Economic Aspect of European Immigration to the United States. By ISAAC A. HOURWICH, PH.D.
New York and London: Putnam, 1912. Pp. xvii+544.
\$2.50.

In his book on *Immigration and Labor* Dr. Hourwich has replied to the Immigration Commission and attempted to prove that free and unrestricted immigration has been and is wise for the United States. Partisan in its attitude, the book may be considered as a valuable antidote for partisan advocacy of restriction. It is well that we have such a compulsion to renewed and more careful analysis of this great national problem.

It may fairly be said that Dr. Hourwich has demonstrated that popular opinion and charity publications more than fifty years ago were as fearful and contemptuous of the Germans and the Irish as their descendants today are of the Slavs, Italians, and Jews. And since these latter races start from no lower depths, it is reasonable to hope and expect for them a rise to equal heights. But after we grant an equal capacity to the new immigrant, we still have certain questions to settle, such as the wisdom of the volume of immigration sixty years ago, and, more importantly, the comparative standards of immigrant and native